

2024

YEAR IN REVIEW



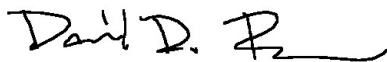
Wisconsin Department
of Workforce Development
Bureau of Apprenticeship
Standards



2024 YEAR IN REVIEW: BUILDING A BRIGHTER FUTURE, ONE APPRENTICE AT A TIME

As we close out 2024, we reflect on another year of incredible progress and growth in developing Wisconsin's workforce. This year has highlighted the vital role of our programs, Youth Apprenticeship, Certified Pre-Apprenticeship, and Registered Apprenticeship, in meeting the demands of our evolving industries and empowering individuals to engage in prosperous futures. From high school students exploring career pathways through youth apprenticeship to adults gaining valuable skills and credentials through registered programs, we've witnessed firsthand the power of these innovative programs to transform lives and strengthen our communities.

This review highlights the remarkable achievements made this year in expanding access to, and promoting the success of these critical workforce development initiatives. The continued dedication from our staff, sponsors, and stakeholders are imperative in these efforts and evident throughout this report. We celebrate the partnerships forged, the milestones reached, and, most importantly, the individuals whose lives have been positively impacted by the opportunities created through apprenticeship. We're excited to present this look at 2024, a year of building a brighter future, one apprentice at a time.



David D. Polk
Director of Bureau of Apprenticeship Standards

BUREAU OF APPRENTICESHIP STANDARDS 2024-27 STRATEGIC PLAN

VISION STATEMENT

Our vision is to be the premiere apprenticeship program that demonstrates leadership in commitment, excellence, and innovation to support Wisconsin's economy with an educated, driven, and diverse workforce.

MISSION STATEMENT

The Bureau of Apprenticeship Standards provides regulation, oversight, direction, and technical assistance for the Wisconsin Apprenticeship system. The Bureau of Apprenticeship Standards commits to strengthen and enhance the framework by building sustainable relationships and accessible pathways for all apprenticeship programs: Registered Apprenticeship, Youth Apprenticeship, and Certified Pre-Apprenticeship. The Bureau of Apprenticeship Standards will continue seeking opportunities to establish relationships with valued stakeholders and ensuring the commitment to increase support, visibility, participation, and promote career pathways.

GUIDING PRINCIPLES

- Ensure quality, access, and opportunity in the Wisconsin Apprenticeship system.
- Commitment to apprenticeship accessibility for all Wisconsin populations.
- Advocate for continued growth of Registered and Youth Apprenticeship employers.
- Promote integrity and accountability to ensure efficiency in the delivery of services.
- Provide technical assistance to participants and stakeholders.
- Support advisory relationships to improve collaboration and opportunity within the program.

STRATEGIC PLAN GOALS AND HIGHLIGHTS

The Bureau of Apprenticeship Standards internal strategic plan focuses on program goals that enable quality and growth within our successful programs. Efforts and accomplishments were tracked through 2024 to reflect this focus. This was another record year for apprenticeship, and our staff continues to raise the bar for future years.

Goal	2024 Highlights
<p>Increase employer participation across all apprenticeship programs including cross-program participation.</p>	<ul style="list-style-type: none"> • Excellent attendance rates statewide at community engagement events led by Bureau field staff • 107 new sponsors participating in the program • 18 sponsors bridged from Youth Apprenticeship to Registered Apprenticeship
<p>Introduce and increase non-traditional occupations utilizing Wisconsin Apprenticeship programs.</p>	<ul style="list-style-type: none"> • High level of participation in sponsor recruitment and engagement activities • 48 new sponsors from emerging sectors • 26 new occupations developed
<p>Advocate for apprenticeship program completion to be recognized and accepted by Wisconsin's higher education system as a pathway to college degrees and career advancement opportunities.</p>	<ul style="list-style-type: none"> • Continued participation in Technical College Advisory meetings • New Registered Nurse Apprenticeship program (associate degree) • New Teacher Apprenticeship program (bachelor's degree) • New Respiratory Therapist program (associate degree)
<p>Increase participation of under-represented and non-traditional populations from all backgrounds utilizing Wisconsin Apprenticeship programs.</p>	<ul style="list-style-type: none"> • Excellent attendance rates to community engagement events throughout the state • Attended 15 youth apprenticeship to registered apprenticeship events • 18 sponsors bridged from Registered Apprenticeship to Youth Apprenticeship
<p>Provide regulatory assistance to aid in the understanding, utilization, and promotion of Wisconsin Apprenticeship programs.</p>	<ul style="list-style-type: none"> • Technical assistance provided through attendance at local committee meetings • 91 quality assessments performed by field staff • Development and launch of Affirmative Action compliance program • Preliminary outreach to update affirmative action plans throughout the program • Enhanced sponsor and apprentice communication through IT improvements and paperless document delivery

REGISTERED APPRENTICESHIP

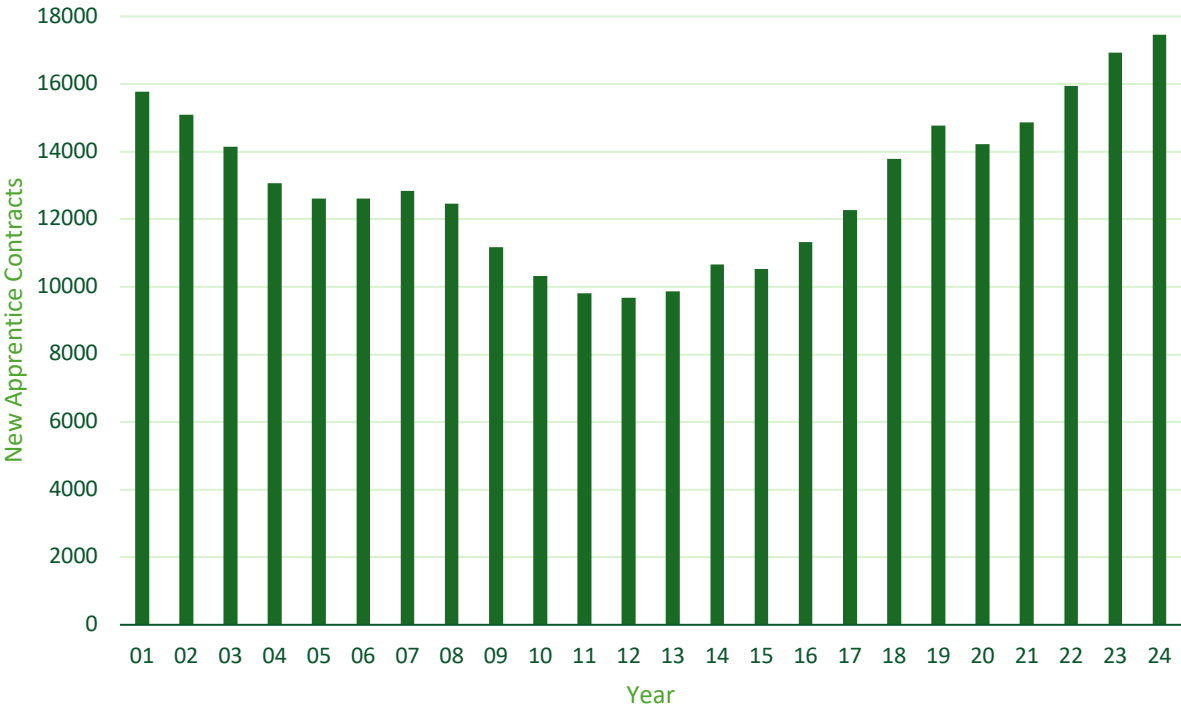
All figures are comprised of best available data as of Jan. 17, 2025

STATE APPRENTICESHIP PARTICIPATION

Registered Apprenticeship contracts in 2024 surpassed previous years again with an all-time high 17,452 apprentices (see **Figure 1**). Apprenticeship contracts in Wisconsin have increased steadily since 2012, and there were 81% more apprentices in 2024 than 2012.

- An active contract identifies an apprentice working on a program within the calendar year.
- New contracts are contracts signed within the identified calendar year.
- Completed contracts are those that have been completed within the calendar year.
- Active employers are employers that have apprentices under contract with the Bureau of Apprenticeship Standards.

FIGURE 1: STATE APPRENTICESHIP PARTICIPATION



ACTIVE CONTRACTS

- 2024 active contracts: 17,452
- Change from 2023: 3.1% increase
- 2001 active contracts: 15,777
- 24-year low (2012): 9,681
- All-time high (2024): 17,452

NEW APPRENTICE CONTRACTS COMPARED TO UNEMPLOYMENT

As shown in **Figure 2**, there is an inverse relationship between the state unemployment rate and new apprentice contracts. There were nearly 4,500 new apprentice contracts, which is down by about 7% from 2023. Meanwhile, the state unemployment rate remained near historic lows in 2024.

FIGURE 2: APPRENTICESHIP CONTRACTS VERSUS UNEMPLOYMENT

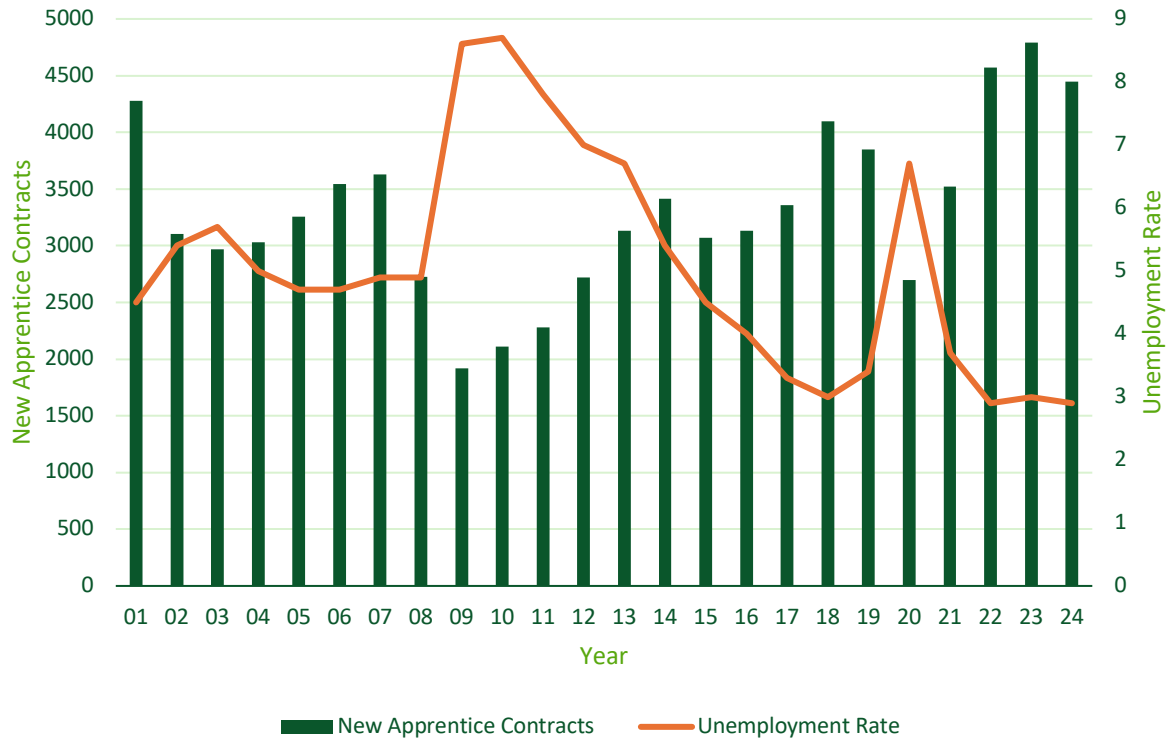


Figure 3 provides a snapshot of Wisconsin unemployment rates and the corresponding number of new apprentice contracts. Wisconsin's unemployment rate averaged 2.9% in 2024.

FIGURE 3: WISCONSIN UNEMPLOYMENT AND NEW APPRENTICESHIP CONTRACTS

	2001	2009	2020	2023	2024
New Apprentice Contracts	4,276	1,919	2,696	4,794	4,447
Wisconsin Unemployment	4.5%	8.6%	6.7%	3.0%	2.9%

SECTOR CHANGES

New apprentice contracts decreased in 2024 for all major sectors, except the service sector. Construction added fewer apprentices in 2024 than in 2023, ending a three-year run of year-over-year increases (see **Figure 4**). As for active apprentice contracts, construction continued its record-breaking streak, and the service sector hit apprenticeship participation highs not seen since 2016 (see **Figure 5**).

FIGURE 4: NEW APPRENTICES BY SECTOR

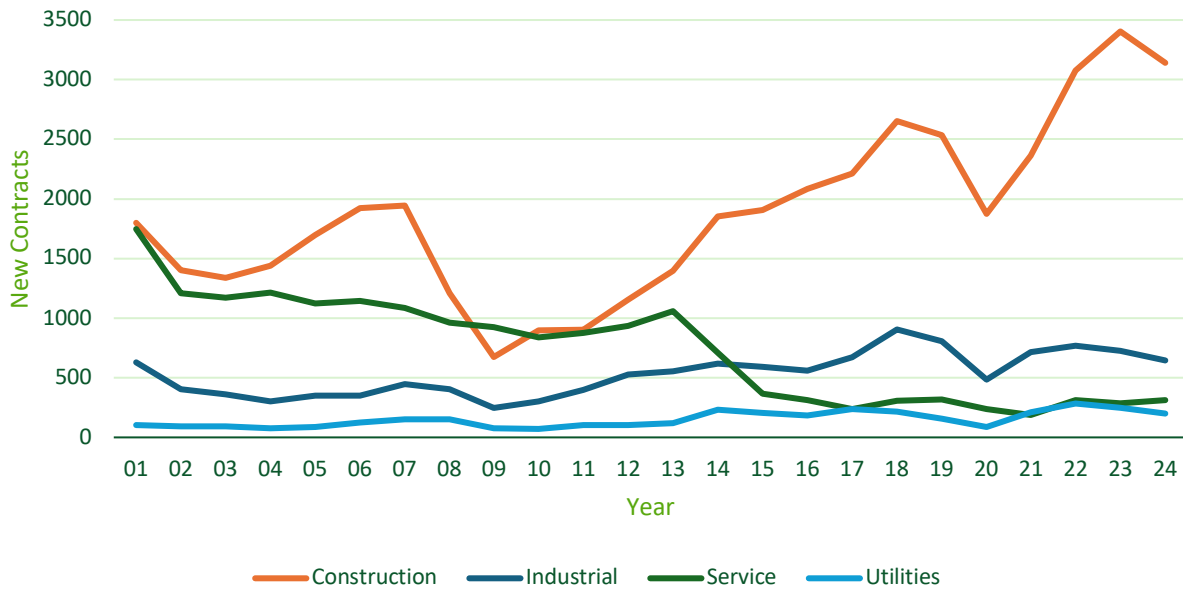


FIGURE 5: ACTIVE APPRENTICES BY SECTOR

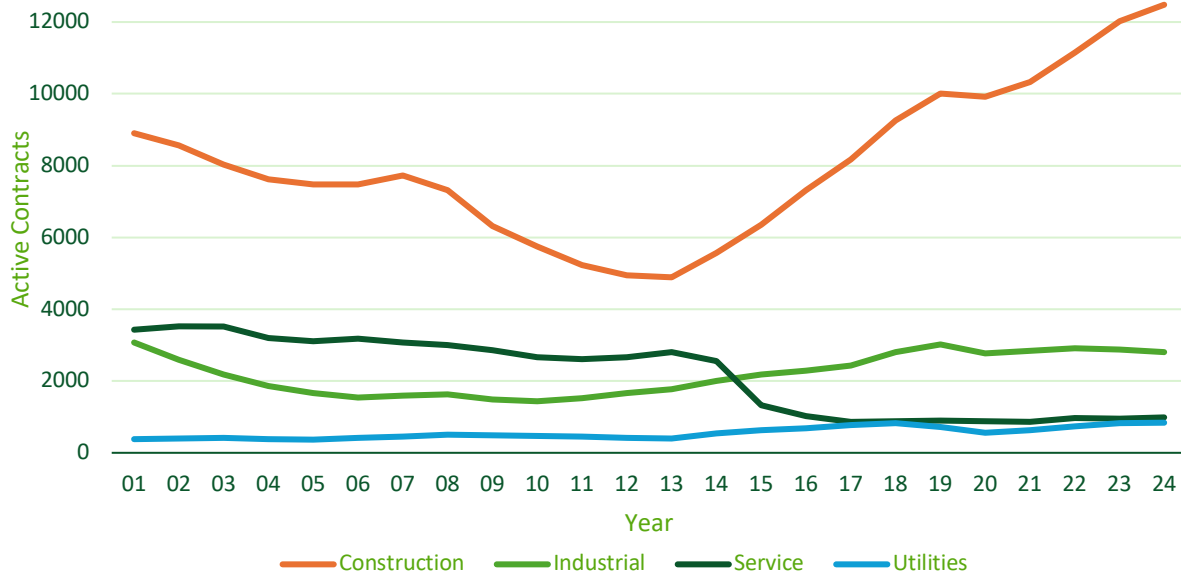


FIGURE 6: ESTABLISHED SECTOR ACTIVITY 2024

	Active Contracts	New Contracts	Completed Contracts	Registered Employers
Construction	12,482	3,142	1,408	1,900
Utilities	839	200	88	106
Manufacturing	2,807	643	350	610
Service	993	310	66	418
Healthcare	293	137	20	29
IT	9	2	6	6
Agriculture	22	10	8	15
Transportation	7	3	0	4

FIGURE 7: TOP APPRENTICESHIP OCCUPATIONS IN 2024

Sector	Occupation	Total Apprentices	New Apprentices
Construction	Construction Electrician	3,170	746
	Plumber	2,169	421
	Operating Engineer	1,280	341
	Carpenter (Construction)	1,260	333
	Construction Craft Laborer	755	301
	Sheet Metal Worker	715	154
	Steamfitter (Construction)	622	147
Manufacturing	Industrial Electrician	451	132
	Steamfitter (Service/Refrigeration)	410	98
	Maintenance Technician	364	85
	Maintenance Mechanic	347	84
	Tool And Die Maker	303	64

Utilities	Electric Line Worker	376	95
	Gas Distribution	90	32
	Line Technician	41	6
Service	Cosmetologist	306	64
	Funeral Director	208	42
	Arborist	107	45
Healthcare	Medical Assistant	138	55
	Pharmacy Technician	49	25
	Registered Nurse	30	14
Agriculture	Organic Vegetable Farm Manager	19	8
IT	Cybersecurity Analyst	4	0
Transportation	Diesel Technician	5	2

APPRENTICESHIP PARTICIPATION BY DEMOGRAPHIC

For another year, minority participation in apprenticeship rose to historic levels, led by an increase in women and Hispanic apprentice participation in 2024 (see **Figures 8 and 9**). As noted in **Figure 9**, Hispanic people account for the largest minority group participating in registered apprenticeship in 2024, with more than 1,400 Hispanic apprentices participating statewide.

FIGURE 8: WISCONSIN APPRENTICE DEMOGRAPHICS

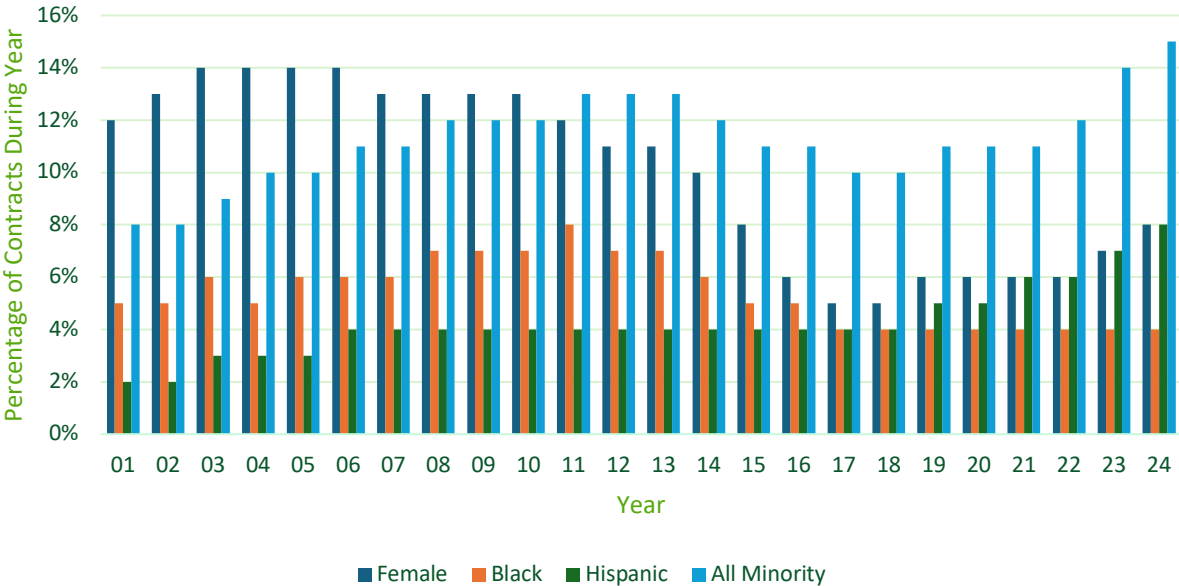


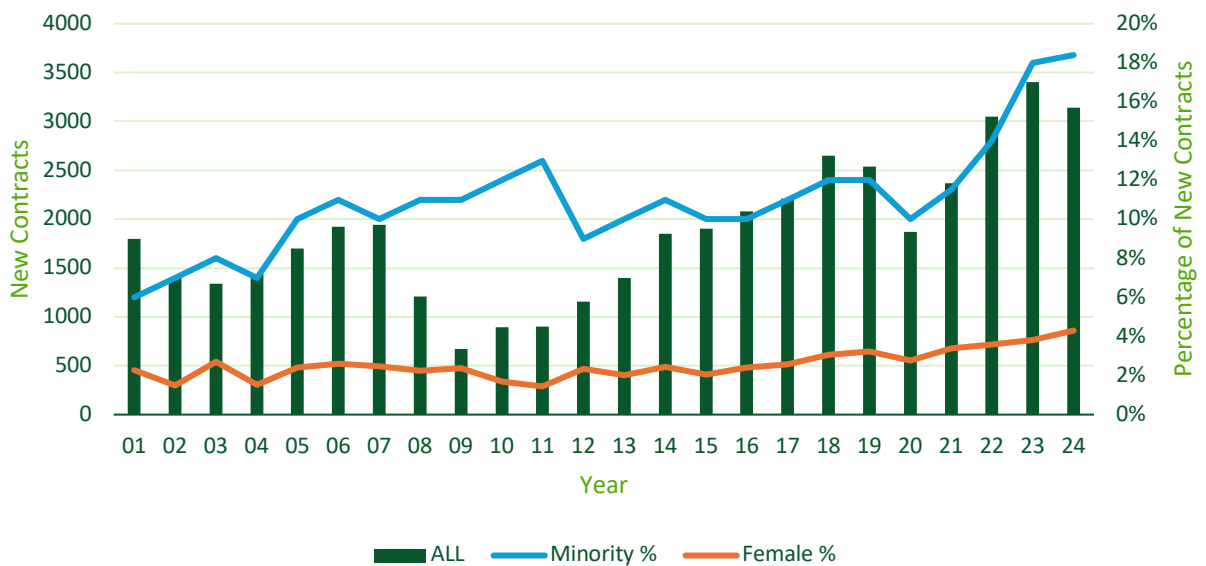
FIGURE 9: REGISTERED APPRENTICESHIP DEMOGRAPHICS FOR 2024

Apprentice Demographic Group	Percent of Registered Apprentices in 2024	Number of Registered Apprentices in 2024
Female	7.6%	1,331
Male	91.7%	16,009
White	90.1%	15,731
Black	4.5%	783
Hispanic	8.1%	1,405
Native Hawaiian/ Pacific Islander	0.3%	52
Asian	1.5%	261
American Indian/ Alaska Native	1.3%	224
Individuals Disclosing a Disability	2.5%	433

MINORITIES AND WOMEN IN CONSTRUCTION

Women and minorities made up nearly a quarter of all new apprentices in the construction sector in 2024. Minority and female participation as a percentage of new construction apprentices was higher than it has been in the past 20 years, with women making up more than 4% and minority apprentices making more than 18% of new contracts (see **Figure 10**)

FIGURE 10: CONSTRUCTION APPRENTICE DEMOGRAPHICS



THE YOUTH APPRENTICE TO REGISTERED APPRENTICE BRIDGE

The number and percentage of new registered apprentices who previously participated in a Youth Apprenticeship program have steadily increased each year since at least 2018 (see **Figure 11**).

FIGURE 11: YOUTH APPRENTICES BRIDGING TO REGISTERED APPRENTICESHIP

*2025 state fiscal year includes partial data through Dec. 31, 2024.

RA Start State Fiscal Year	Total RA Starts	YA to RA Bridge Count	Bridge Percent	Began RA in Same Year as YA Exit	Began RA One Year After YA Exit	Began RA Two Years After YA Exit	Began RA Three Years After YA Exit
2018	3,246	81	2.5%	19	43	14	0
2019	3,578	150	4.2%	44	48	26	14
2020	2,949	187	6.3%	50	56	26	24
2021	2,824	243	8.6%	73	46	43	22
2022	3,569	337	9.4%	97	93	40	29
2023	4,429	458	10.3%	139	91	66	34
2024	4,318	504	11.7%	175	111	59	45
2025	2,227	316	14.2%	94	90	35	19

Note: columns do not sum to total bridge count due to individuals entering RA from YA outside the time range shown

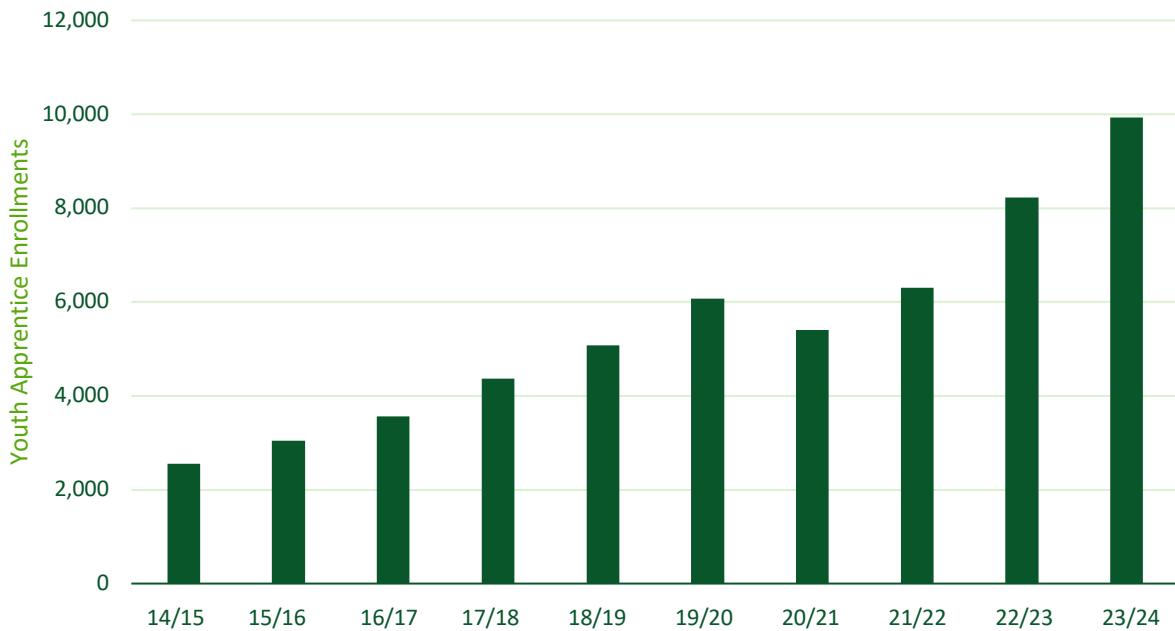
YOUTH APPRENTICESHIP

Youth Apprenticeship is a critical part of Wisconsin's apprenticeship system, providing high school juniors and seniors with a work-based learning experience. Youth Apprenticeship combines related classroom instruction with mentored employment in a career field of interest. For employers, Youth Apprenticeship is a time-tested talent-acquisition strategy that they can use to build their own workforce pipelines and shape their workforce of the future.

PROGRAM HIGHLIGHTS:

- Wisconsin's Youth Apprenticeship program is the largest by participation in the country. Nearly 10,000 youth apprentices participated during the 2023-2024 year.
- Increasing numbers of youth apprentices are bridging to Registered Apprenticeship.
- Outreach efforts led to over 98% of Wisconsin's school districts with a high school now participating in the Youth Apprenticeship program.
- Significant advances were made to youth apprenticeship systems including upgrading IT and data analysis capabilities, developing new programs, and implementing a new monitoring system.

FIGURE 12: YOUTH APPRENTICESHIP ENROLLMENTS OVER THE LAST 10 YEARS



YOUTH APPRENTICESHIP PERFORMANCE METRICS

- In the 2023-24 school year, 86% of youth apprentices successfully completed the program and received a state skill certificate (see **Figure 13**).
- In the 2023-24 school year, 71% of graduates completing a two-year apprenticeship Youth Apprenticeship program were offered a job by the employer that provided on-the-job training (see **Figure 14**).

FIGURE 13: YOUTH APPRENTICESHIP PROGRAM COMPLETION RATE

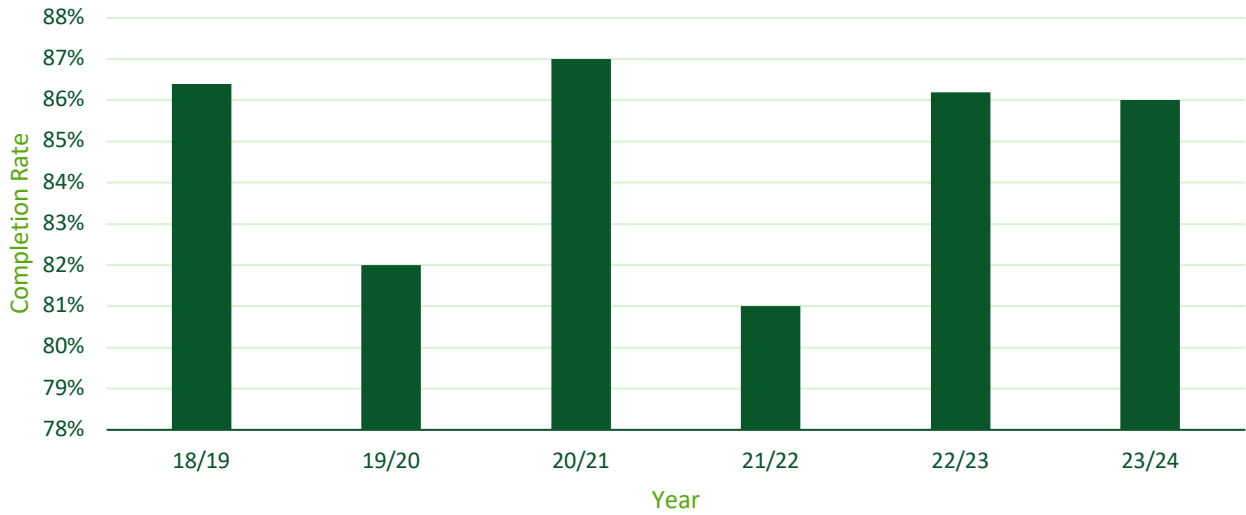
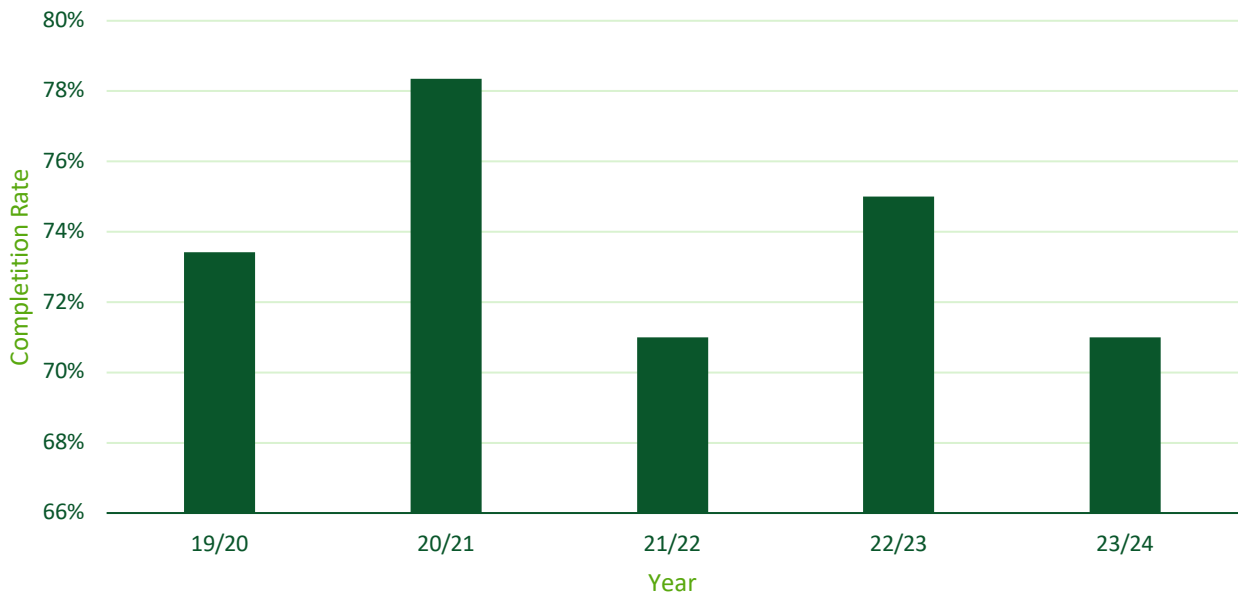
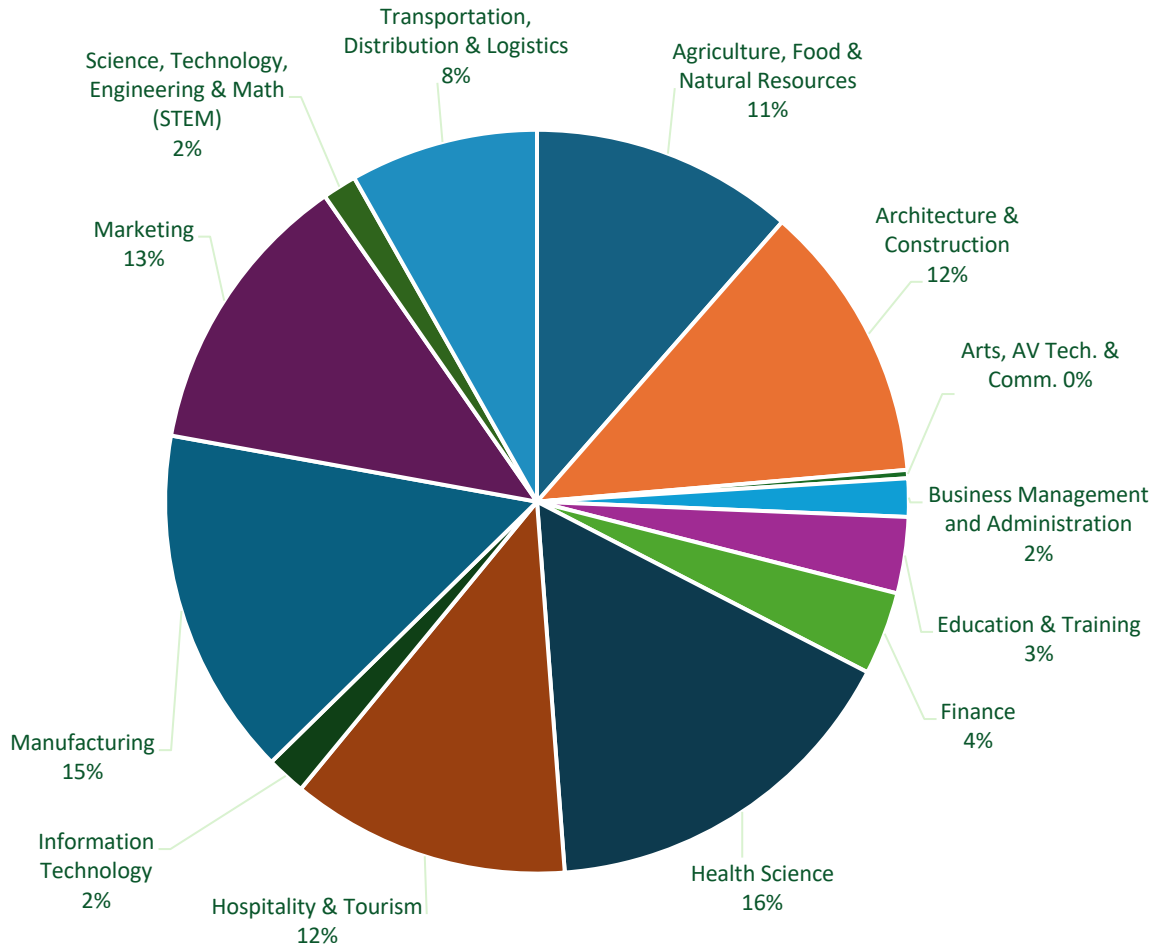


FIGURE 14: EMPLOYMENT OFFERS TO TWO-YEAR COMPLETERS



Occupational areas are broad categories used to organize Youth Apprenticeship programs. Wisconsin has always had one of the broadest set of youth apprenticeship offerings, but in 2024 we took another big step forward by finalizing Youth Apprenticeship programs in all 16 occupational areas below. Within these broad categories, 83 specific occupations are now available.

FIGURE 15: ENROLLED YOUTH APPRENTICES BY OCCUPATIONAL AREA



CERTIFIED PRE-APPRENTICESHIP

Certified Pre-Apprenticeship helps job seekers gain the necessary skills for Registered Apprenticeship and helps employers find qualified applicants. Programs are delivered by employers, community organizations, educational partners and more. Wisconsin has certified 37 pre-apprenticeship programs across 23 training providers. A list of the training providers with at least one completer in 2024 is displayed in **Figure 16**.

FIGURE 16: CERTIFIED PRE-APPRENTICESHIP PROGRAMS COMPLETING AT LEAST ONE COHORT IN 2024

Program	# of Completers
Bricklayers and Allied Craftworkers	1
Career and College Academy	14
Community Relations-Social Development Commission - Absolute Advantage	7
Community Relations- Social Development Commission - ChefStart	5
Employ Milwaukee - Fresh Coast Tech Up	27
Ezekiel Community Development Corporation	12
Hands on Training Program	11
Innovative Educations Services Institute	7
The Mindful Group Inc.	3
Next Door Foundation – Infant/Toddler Badge	9
Next Door Foundation – Early Childhood Educator Pathways	6
Northcentral Technical College – Diesel Technician	6
Northeast Wisconsin Technical College – Machinist	5
Operation Fresh Start – Carpentry	35
Operation Fresh Start – Forestry	19
Urban League of Greater Madison	12
Waukesha County Technical College – Manufacturing	1
Wauwatosa East High School	20
Wisconsin Department of Corrections – Electromechanical	14
Wisconsin Department of Corrections – Carpentry	7
Wisconsin Department of Corrections – Welding	6
Wisconsin Operating Engineers – Youth	30
Wisconsin Pipe Trades United Association	5
WI Department of Transportation – Highway Construction	145
WRTP/BIG STEP – Apprentice Construction Readiness	379
WRTP/BIG STEP – Entry Level Construction Skills Training	23
WRTP/BIG STEP – Manufacturing Skills	20
WRTP/BIG STEP – Transportation Roadbuilding	9
TOTAL	838

FIGURE 17: 2024 CERTIFIED PRE-APPRENTICESHIP PARTICIPANTS BY RACE/ETHNIC GROUP

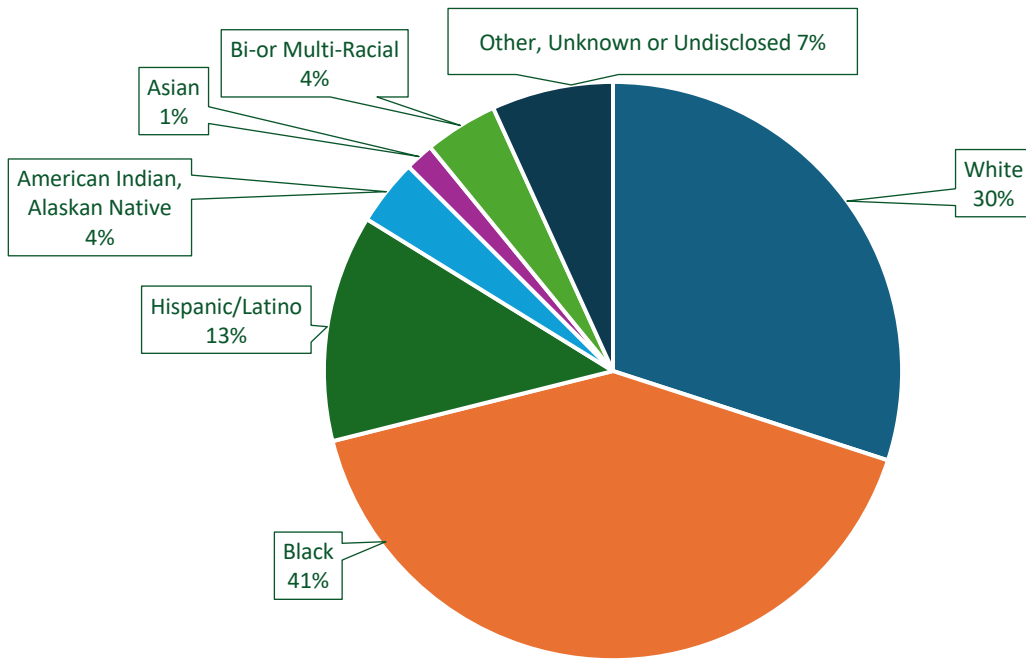
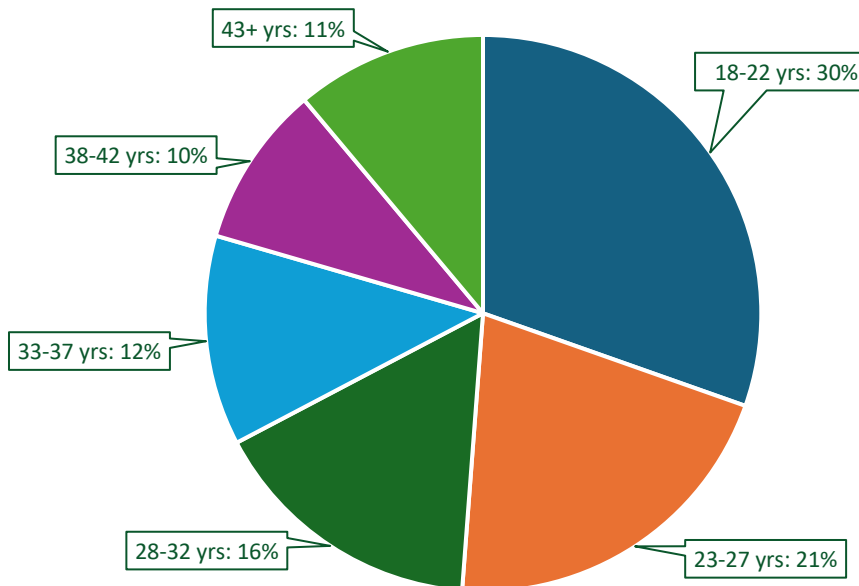


FIGURE 18: 2024 CERTIFIED PRE-APPRENTICESHIP PARTICIPANTS BY AGE



In 2024, Certified Pre-Apprenticeship had an 83.6% program completion rate.

**FIGURE 19: CERTIFIED PRE-APPRENTICESHIP COMPLETERS WHO BECAME REGISTERED APPRENTICES IN 2024
(INCLUDES TRADES WITH FIVE OR MORE PARTICIPANTS)**

Trade	Participants	Percent
Steamfitter (construction)	44	22.2%
Construction Craft Laborer	36	18.2 %
Steamfitter (service/refrigeration)	25	12.6%
Sheet Metal Worker	16	8.1%
Carpenter (construction)	14	7.1%
Plumber	12	6.1%
Sprinklerfitter	8	4.0%
Construction Electrician	7	3.5%
Painter and Decorator	6	3.0%
Operating Engineer	5	2.5%

APPRENTICESHIP GRANTS

STATE APPRENTICESHIP EXPANSION 2020 GRANT, TIER 1 & 2 (ROUND 4)

Performance period: July 1, 2020, to June 30, 2024

Total award amount: \$9 million (fully expended)

Participants served: 4,346

Participants served goal: 3,500

Major 2024 Activities:

Successfully closed the State Apprenticeship Expansion 2020 Grant, having spent the full grant award and exceeding the number of participants (4,346 versus 3,500) that were required to be served.

Major Goals/Deliverables:

- Hired and onboarded three newly created positions.
- Developed curriculum for 11 occupations.
- Partnered with the Wisconsin Technical College System and provided funding for cohorts of apprentices taking related technical instruction courses.
- Provided on-the-job learning reimbursements, which served 153 companies and their sponsorship of 676 apprentices, for a total of over \$1.6 million going to support Wisconsin apprenticeship sponsors.
- Issued supportive service reimbursements to 840 registered apprentices, totaling more than \$483,000 in funding that supported Wisconsin apprentices.
- Partnered with UW Health and implemented the first Registered Nurse Registered Apprenticeship program in Wisconsin.
- Funded two cohorts of participants in successful Certified Pre-Apprenticeship programs.
- Increased Youth Apprenticeship and Registered Apprenticeship dual employer sponsorship numbers by over 25%.
- Bridged over 200 Youth Apprenticeship completers into Registered Apprenticeship positions and programs.

STATE APPRENTICESHIP EXPANSION FORMULA GRANT, ROUND 2 (SAEF-2)

Performance period: July 1, 2024 to June 30, 2025

Total award amount: \$1,013,753

Participants served: N/A

Major 2024 Activities:

The State Apprenticeship Expansion Formula (round 2) funding provides support to assist states with capacity building, modernization, and apprenticeship expansion activities.

Major Goals/Deliverables:

- Support eight full-time apprenticeship positions to increased employer engagement and apprenticeship sponsorship, especially in non-traditional and emerging sectors.
- Develop and launch apprenticeship systems communication enhancement project.
- Establish Affirmative Action compliance effort to update plans across the program.

- Engagement with Wisconsin Department of Corrections for Certified Pre-Apprenticeship and Registered Apprenticeship implementation efforts to develop pathways for employment success upon release and re-entry.
- Increase Youth Apprenticeship opportunities and connections with Registered Apprenticeship programs to increase youth apprentice to registered apprentice bridging rates.

COMMUNITY PROJECTS/CONGRESSIONALLY DIRECTED SPENDING GRANT

Performance period: April 1, 2024 to March 31, 2027

Total award amount: \$5 million

Total participants required: 1,335

(Wisconsin Department of Workforce Development – 225 and Wisconsin Department of Children and Families – 1,110)

Major 2024 Activities:

The Community Projects/Congressionally Directed Spending Grant is to expand innovative career pathways in early childhood education and teaching through apprenticeship opportunities, as well as address the shortage of childcare providers by outreach events and by assisting childcare entrepreneurs through a partnership with the Wisconsin Department of Children and Families.

Major Goals/Deliverables:

- Hire, train and onboard two new positions to support the grant deliverables and expectations.
- Provide funding to cover tuition costs for a minimum of two cohorts in select Wisconsin technical colleges.
- Provide up to \$10,000 in on-the-job learning reimbursements, per Early Childhood Educator apprentice, to sponsors who sign new apprentices within the first year of the grant.
- Provide up to \$5,000 in on-the-job learning reimbursements, per Early Childhood Educator apprentice, to sponsors who sign new apprentices within the second or third years of the grant.
- Increase Youth Apprenticeship to Registered Apprenticeship bridging rates of Early Childhood Educator apprentices through Youth Apprenticeship Consortia incentive payments of \$1,000 per apprentice.
- Improve current data systems to collect and report grant-funded participants data to Department of Labor.
- Tuition reimbursement for Teacher Registered Apprentices to cover up to 50% of tuitions costs.
- Subaward to the Department of Children and Families to develop and execute efforts to increase licensed childcare providers throughout Wisconsin by expanding outreach, engagement, and technical assistance to potential childcare providers.



— WISCONSIN —
APPRENTICESHIP
— SINCE 1911 —

WisconsinApprenticeship.org

STATE OF WISCONSIN
 **DWD**
Department of Workforce Development

This workforce product was funded by a grant awarded by the U.S. Department of Labor (DOL)'s, Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of DOL. DOL makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it.